



AFOTEC INTERNSHIP PROGRAM

Pathways Program:

The Internship Program provides students in college, trade school, vocational school, and other eligible educational programs with opportunities to work in federal departments and agencies and explore federal careers while still in school. An Intern can be appointed to a position at any grade level for which qualified. The Internship Program allows for year-round employment and flexible work schedules for students in a variety of educational programs. Participation in the Internship Program requires a written agreement and commitment by the student and the employing Air Force organization. This agreement is referred to as the Pathways Participant Agreement. Students appointed under this authority may be non-competitively converted to a career or career-conditional appointment within 120 days of completion of their academic program. The program offers health, life, and retirement benefits; vacation and sick time; and paid holidays. Pathways interns must meet the following requirements:

- Full time college student
- Minimum GPA of 2.0
- Able to work 15-32 hours per week

SMART Program:

The Science, Mathematics, And Research For Transformation (SMART) Defense Scholarship Program is open to current and prospective students, including current DoD employees who meet the following requirements:

- U.S. Citizen
- Minimum GPA of 3.0
- Willing to accept DoD post-graduation employment
- Able to attain SECRET clearance



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AFOTEC Air Force Pathways Internship Program point of contact:
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